

Glenville State College Faculty Senate Minutes

Date: Oct 22, 2019

I. Call to Order and Roll

- President Tim Henline called to order the Glenville State College Faculty Senate at 12: 26pm in the Mollohan Conference Room, Room 319.
- Senators present: Tim Henline, Amanda Chapman, Marjorie Stewart, Chris Cosner, Jonathan Minton, Dennis Wemm, Brian Perkins (proxy for Adam Black), Shelly Ratliff, David O'Dell, Kevin Evans, WenWen Du, Arthur DeMatteo, Kevin McKee (proxy for Dana Wilson), Jeffrey Bryson, Lloyd Bone, Kandas Queen
- Also in attendance: Kathy Nelson, Gary Morris, Matthew Thiele

II. Approval of Minutes; Reports

- Motion to approve minutes for October 8, 2019 from Marjorie Stewart, seconded by Shelly Ratliff, carried with four abstentions.
- Reports
 - President's Report: The search for a new provost has begun. Kathy Nelson asked Tim Henline, Staff Council president, and SGA president to nominate representatives for the search committee. Tim suggested eight, of whom four were selected by Kathy Nelson. Tim needed to find eight people as soon as possible, with a pick from each department, and someone representing each faculty level. He looked for volunteers, especially among those who had not served on several search committees in the past, and those who were not already over-burdened. A general call for volunteers would have taken too long, given that emails are often not answered quickly. It was a considered process, not a random choice. Kathy adds that she has traditionally asked the heads of the faculty, staff, and student bodies to help select search committee members. She asks that if this is not the process we are used to, we bear with her. She was seeking the broadest representation possible of those under the provost, with a little gender balance as well. She also reached out to the two senior chairs to help coordinate department chairs' input at finalist interviews. Kathy is excited about our search, and asks we trust the process. She is open to changes in the process in the future. Marjorie Stewart asks that a 24-hour window be provided for the Senate to be involved in the future, and notes that as long as leadership positions are mostly male, gender balance is going to be a perpetuating problem.

- Board of Governors/ACF Representative Dr. Kevin Evans: Next meeting there will be updates on upcoming meetings.
- Administrative/Academic Updates: Gary Morris reminds us that on Nov. 4 the HLC will be here for a Substantive Change visit for the online programs, which we must invite them for before we offer more than 50% of a program online. A presentation on online programs will be offered again Friday at 3pm in MCCC 315 to inform us and prepare us for the HLC visit. An agenda for the visit has been completed.

III. Old Business

- Faculty Senate Constitution: Tim Henline has not received very many responses regarding changes to the constitution, and feels we need to get our departments to respond as a whole to each one of the sections under revision. At most he's hearing from two faculty within each department. The responses he has seen have been thoughtful and well-written, and we need more of that. Tim asks for suggestions on a better process, and for our help getting our departments to weigh in, perhaps by bringing it up at department meetings. Brian Perkins suggests we mark up a copy and send it in for comment. Marjorie Stewart notes that we need the version with the latest suggested edits. Tim meant to bring it, and will send it via email. Marjorie volunteers to help Tim compile suggested revisions.
- Course Evaluations: Kandas Queen hasn't heard back about any departments' desires for changes, and thus assumes we are happy with it as is. Shelly Ratliff asks whether there is a space for students to comment, and Kandas confirms that there is. Marjorie said her department too has been concerned about the lack of responses. Kandas suggests that a set of best practices distributed in the email announcing evaluations are available might help with that, such as using class time to have students respond to the evaluations, which has worked well for Amanda Chapman. David O'Dell wonders if things could move faster after the evaluations have been submitted if we automated more functions. Kandas will inquire. Jeffrey Bryson notes that Criminal Justice had to go looking for theirs; Kandas notes that Robin says they were sent to the administrative assistant to disseminate them. Kandas notes that we need to better instruct the administrative assistants what to do when they receive those. Brian Perkins asks if we have any feedback about how students feel about the evaluations, and suggests they might have some good thoughts. Marjorie Stewart recommends we put space on the evaluation for their suggestions. Kandas will work with the subcommittee (Dennis Wemm and Marjorie Stewart) and Robin to make these changes. Brian Perkins suggests we consult the SGA as well.

- Faculty Scholars Program: Donal Hardin presented at the last Senate meeting; Tim Henline asks if we have any feedback from our departments. Marjorie Stewart expresses that the Language and Literature department felt it would not be genuine appreciation shown. There's also the question of whether those deciding who to recognize would have the discipline-specific knowledge to understand faculty's scholarship and contributions to their field. Tim asks that we get more feedback from our departments, and make a decision soon so that Donal can move forward with it before the end of the semester if needed.

IV. New Business

- Role of Faculty Senate President: Kevin Evans has felt that the traditional role of the Faculty Senate President has not been to make decisions on the behalf of the Senate, as has happened with the selection of the provost search committee. He asks that we clarify the role and make that clarification part of the constitution. Marjorie Stewart notes that we need to clarify the role of all officers in the constitution. Dennis Wemm notes that he kept finding new responsibilities attached to the role of Faculty Senate President that had not been outline in the constitution, ending up on seven committees as a result of his role as President. Tim Henline says he has found the same. David O'Dell notes that the service isn't the issue; the issue is whether once on these committees the President represents the will of the Senate or their own opinions and positions. Tim Henline expresses the necessity for the President to weigh considerations like trying to overburden the Senate, trying to respond to requests as quickly as possible, etc. One of Tim's main goals has been to make sure faculty are not overworked and/or underpaid. Tim understands Kevin's concerns, and feels perhaps he has inadvertently raised these concerns in his attempts to streamline processes and take some of the workload off the shoulders of the other Senators. Tim, too, would like more definition on the responsibilities of the Senate President, and apologizes if he has unintentionally mis-stepped in the absence of a defined set of best practices. He doubts we want to be consulted on every single detail he deals with as President, but acknowledges that some matters, that need to be clearly delineated, require the Senate's input. Kandas Queen notes that we have to empower people but not to overburden ourselves with bureaucratic processes. Brian Perkins asks if we have looked at how other schools do this; we have not, but Marjorie Stewart notes there's guidance out there that we should consult. Dennis Wemm notes that the President's main role has been as a reporter to the Board of Governors, especially given that the full Board and full Senate do not convene together.

Kathy Nelson adds that she is going to be suggesting to the Board that they need leadership training and help with best practices. She will also recommend that all Board meetings include a representative—not currently already on the Board—of the Faculty Senate, Staff Council, and SGA, so that the Board consistently hears from these groups rather than getting a single report at the end of the year. Kathy does not know whether they will accept that recommendation. Marjorie Stewart notes that the end-of-year reports should be less a report, and more a conversation. Tim Henline feels the Board should come to Faculty Senate for that annual report. Dennis Wemm notes that the Senate have invited the Board before, but that only the Chair came because it would be, they said, too logistically difficult to get everyone here. Kathy Nelson will also be suggesting a restructuring of the Board committees, including an additional HR committee to make sure the Board is recruiting new members well, continuing their training, implementing best practices, etc. Dennis Wemm notes that maybe we could just meet with the majority of the Board. Restructuring the Board committees might enable that. Kathy will take our thoughts to the Board tomorrow.

- Workload Compensation Policy: David O'Dell forwarded a draft on the issue from back in February 2014, so this isn't new, just something that never advanced. A lot of faculty have more contact hours than their credit hours would indicate, such as faculty who have lab hours on top of lecture hours, or music and teacher education faculty. The one for three ratio at GSC is not standard or equitable. Marjorie Stewart notes that while Language and Literature faculty don't have additional contact hours, they do spend hours of additional time on student writing. David O'Dell acknowledges that, but notes that we can clearly measure contact hours, but there's less clarity with paper-grading. Victor Vega had made a decent proposal that David notes was restrictive regarding the teacher education faculty. Gary Morris says they are working on the budget for Spring 2021, and asks that the Senate make a recommendation for a better way to compensate for contact hours. Tim Henline asks what David O'Dell would like the Senate to pay attention to as we consider this matter. David reiterates that our current practice does not meet common academic standards.

V. Departmental Representative Concerns

Meeting adjourned at 1:17 pm